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EDUCATION AND PUBLIC HEALTH (195 47) Department.

MS SERIES.

G.O. No. 2923 Public Health.

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Dated 28-8-1947.

[Despatch Abstract.]

X-Ray - Government Medical Institutions - Subordinate Radiological staff - Improvement of conditions of services - Orders passed.

From

The Subordinate Staff,
X-Ray Department,
King George Hospital,
Vizagapatam.

To

The Secretary,
Public Health Department,
Govt.of Madras, Madras.

thro' The proper Channel.

Sir,

Sub: Service Conditions of Personnel in the X-Ray Departments of Government Medical Institutions belonging to Madras Medical Subordinate Service.

We, the Subordinate Staff, X-Ray Department, King George Hospital, Vizagapatam, beg to represent the following memorial for your kind consideration.

From a long time we have egerly been expecting that our service conditions would be improved along with the other non-gazetted staff in general. We need hardly point out, and we are sure you willagree with us, that our service conditions obtaining at present, and as amended in the latest G.O.No. 78 Finance dated 6th February, 1947 are very unsatisfactory.

Our nature of work exposes us to very dangerous conditions such as contact with High Tension Apparatus, Radiations, Radium, etc. You will agree with us that our service falls within the meaning of "Dangerous Duty" as defined in rule 9 (a) of Part 1 of Vol. 1 of Madras Manual of Speical Pay and Allowances. That our duty is recognised as "Dangerous Duty" is evident from regulation of compulsory leave once a year and closure of the department for one and a half days in a week by the G.Os on the subject. Though this duty has been recognised as "Dangerous Duty" (vide G.O.No.2375 P.H.dated 6th July 1939) and we are compelled to take leave even if our health is apparently good, but with the fear that the deleterious effects due to constant exposure to X-Rays may become evident at a distant future, our categories have not been included in Class 111 Risk to Health (a) Dangerous Duty of Appendix 1 to Part 1 of the Madras Manual of Special Pay and Allowance Vol.(I). X Thus we are denied the benefit of getting the said "Dangerous Duty" allowance. We were under the impression that this point would favourably be considered during the present revision; but we regret, the case has proved otherwise.

Again coming to the question of pay itself, not to speak of the conditions of service, our case has not at all been considered sympathetically. The 1st Grade and 2nd Grade Radiographers in this department have been getting a pay equal to that of the Lower Division Clerk and Upper division Clerk from the inception of this service (vide Schedule Below).

SCHEDULE.

POST.	Old Scale of pay.	New revised scale of pay.	Existing Revised scale of	Scale of pay now sanctioned.
(1)	(2)	(3)	(4)	(5)
Radiographer 1st Grade.	60-4-80	55-5/2-70	55-5/2-70	70-5-100
Radiographer 2nd Grade.	35-1½-50 -1-60	30-3/2-45 -2/2-55	30-3/2-45 -2/2-55**	45-3-60-1-80

X Vide Madras Manual of Special Pay and Allowances

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(1)	(2)	(3)	(4)	(5)
Darkroom Assistant.	35-1½-50 -1-60	30-3/2-42-2/2-50	30-3-/2-42 -2/2-5X0*	40-3-55-2-75
Assist Photographer 1st Grade.	60-4-80	55-5/2-70	55-5/2-70	70-5-100
-do- 2nd Grade.	35-1½-50- 1-60	30-3/2-45 -2/2-55	30-3/2-45 -2/2-55	40-3-55-2-75
B.Upper Division Clerk M.M.S.	60-4-80	55-5/2-70	55-5/2-70	80-3-95X-5-11
Lower Divn. Clerk.	35-½-50 -1-60	30-3/2-45-2/2-55	30-3/2-45 -2/2-55**	45-3-60-2-90

According to the latest revision, our scales of pay are much below those of the clerks. A 2nd Grade Radiographer, for example takes 25 years to reach a higher maximum than that of the 2nd Grade Radiographer (vide Schd. A & B above**).

According to the new revision, an Upper division clerk starts on a higher stage than the 1st Grade Radiographer and also reaches a higher maximum. Please note the disparity even according to the new scales.

C.Upper Division Clerk. 80 - 83- 86 - 89 - 92 - 95 - 100 - 105 - 110

Radiographer 1st Grade. 70 - 75- 80 - 85 - 90 - 95 - 100

Though the increment of a 1st Grade Radiographer is Rs.5 per annum he starts at Rs.X 10 less than the Upper division clerk and will always draw less than the Upper division Clerk until the stage of Rs. 95 and Rs. 100 is reached. There the Radiographer reaches his life's end (vide Schd. C, page 2).

Before this revision, the scale of Darkroom Assistants was similar to that of a Lower division Clerk except in that the Darkroom Assistant reaches a maximum Rs.5 below that of a lower division clerk (vide Sch. A and B , page 2). But according to the present scales, the difference between the maximum of the 2nd Grade Radiographer and the Lower division clerk is Rs.15 (vide Schd. A &B page 2) though the same difference is maintained between the maximum of a Darkroom Assistant and that of a 2nd Grade Radiographer as before, i.e. Rs.5 (vide Schd. A & B * page 2) Again the disparity of scales as perthe New Revision between the Darkroom Assistant and the 2nd Grade Radiographer is very unfair. We try to explain ourselves as below:-

The qualification for a Darkroom Assistant and a 2nd Grade Radiographer is C.R.A. and a 2nd Grade Radiographer can be appointed by direct recruitment also. So, if tow persons, A & B, are appointed on the same day, say D, A as a Darkroom Assistant, and B as a 2kd Grade Radiographer, the following will be their scales of pay during their careers:-

the maximum stages of Upper Division clerk
takes only 20 years to reach

D.	on appointment D	D+5	D+10	D+15	D+20	D+25
Darkroom Asst.	40	55	65	75	75	75
Radiographer 2nd Grade.	45	60	65	70	75	80

Though A (Darkroom Assistant) starts on Rs.40 he will be drawing Rs.75 after 15 years, whereas though B (2nd Grade Radiographer) starts on Rs.45, he will be drawing only Rs.70 after 15 years (vide Schd. D). This, we think, on the face of it is unfair. Or, if Mr. A (Darkroom Assistant) at the end of 10 years service luckily gets promoted as a 2nd Grade Radiographer he will getting Rs. 5 less than what he would have drawn if he was not promoted as a 2nd Grade Radiographer (vide Schd. D). The difference may have to be adjusted as a personal pay to save him from loss of emoluments on account of his promotion

Again if you take a Lower division clerk and a 2nd Grade Radiographer the scales are obviously unfair. The Radiographer is expected to pass through a technical examination (C.R.A.Examination) after S.S.L.C. before he is so appointed; Supposing A, an S.S.L.C. candidate is recruited as a Lower division clerk, and B, an S.S.L.C. candidate possessing C.R.A.qualification is recruited as a 2nd Grade Radiographer on the same day, say D, their emoluments during their careers will be as follows:-

E,	D	D+5	D+10	D+15	D+20	D+25
Lower Divn.Clerk, A.	45	60	70	80*	90	90
2nd Gr.Radiographer B.	45	60	65	70	75	80

As shown in Schedule E, page 3, B (2nd Grade Radiographer) agter passing C.R.A.Gets a pay lower than that of the Clerk, A, (vide Schedule E* page 3).

This is, sir, the point we have tried to explain and we trust the injustice done to us will be rectified.

Sir, in short, we request that the following alterations in our service conditions be ordered:-

1. That our duty be declared as
   a. that involving danger to life and risk to health, and
   b. that, therefore, we be granted dangerous duty allowance as per Schedule 9(a)of Vol. 11 of Madras Manual of Special Pay and allowances
2. That the category of Radiographers 2nd Grade be abolished; those possessing C.R.A be merged in the Category of Darkroom Assistants; therefore there need be only two categories - Radiographers and Darkroom Assistants.
3. That we be granted, as before, the Grade of an Upper division clerk in moffusil centres for the Radiographers; and the Darkroom Assistans and 2nd Grade Photographers be granted the scale of a Lower division clerk - the Dangerous Duty Allowance as prayed for in 1 (b) being an addition to both.
4. That the leave rules and the Dangerous Duty Allowance be granted both for the personnel belonging to the Superior and the Inferior Services employed in this Department.

* Whereas a lower division clerk writes only S.S.L.C.
+ and are wanting to send grade Radiographers be merged with the category of I grade Radiographers and those 2nd grade Radiographers who do not possess C.R.A.

5. That the qualification for the recruitment, in future, for the Darkroom Assistants be modified as a pass in C.R.A.examination or sufficient experience with a recognised Photographer as has been done in the case of a 2nd Grade Artist photographer, provided such Darkroom Assistants after employment be benefitted for the promotion to a Radiographer if he were to pass the C.R A.examination at a subsequent date.

6. That the qualification for a 1st Grade Photographer Artist be modified as a pass in C.R.A.examination, either by direct recruitment or promotion from the Cadre of Darkroom Assistants if they have passed C.R.A.examination.

Sir, our grievances are long standing ones. We have waited for long, patiently and sufficiently. The request we have made are just and in accordance with the accepted principles and previous orders of the Government. We have not put forth any new demands. Our prayar is only to grant whar we are entitled to, according to the recognised dangers that entail the working in an X-Ray department. We heed hardly remind you of "HIROSHIMA" and we make ourselves bold that the so called modern Shock-Proof and Ray-Proof Apparatus are not genuinely so.

Hence, once more, we humbly request your benevolent self to deeply consider our requests and after that, we are sure, you will agree with us and grant us our requests.

Vizagapatam,
14thMarch,1947.

We beg to remain,
Sir,
ur most obdient Servants,

1. R.Kondal Rao,Radio Grapher,1st Grade.
2. V.Ramiah,Radiographer 2nd Grade.
3. K.Venkatasumana,Radiographer,2nd Grade(Te
4. B.Appalaswamy,Radiographer,2nd Grade(TempY)
5. S.V.Ramaniah,Darkroom Asst.&Photo-artist.
6. V.Veerabhadraswamy,PhotoArtist,2nd Grade.
7. S.Atchuta Rao,Snr.Attendant,K.[illegible].
8. D.Appalaswamy, Peon.
9. Appanna, Male Nursing Orderly.
10. K. Narasimham, Lascar.

Eef:4/4/47.

reasonable. The request of the applicants appears to be just and

I am of the opinion that dissatisfied personnel in a department like the Radiolgy Department of a medical institution where the fullest cooperation of all the employees is most essential, is a mere waste to the Government. It is therefore highly necessary to redress the reasonable grievances of such personnel to ensure their sincerest loyalty.

In this connection I may say that the radiographers in England are paid at the rate of £260 to £310 per annum. So I recommend that the request of the applicants be considered sympathetically.

Sd..Radiologist,
King Geroge Hospital,Vizag.
14-3-47.

No.4076-A2-47 dated 15-3-47.

Forwarded and Recommended for sympathetic consideration.

Sd..S.Shone, 14/3/47.
Superintendent.
King George Hospital,Vizag.

/True Copy/

GOVERNMENT OF MADRAS.

ABSTRACT.

X'RAY - Government Medical Institutions - Subordinate Radiological staff - Improvement of conditions of service - Orders passed.

EDUCATION AND PUBLIC HEALTH.

G.O.MS.NO.2923 P.H. DATED 28th August, 1947.

Read:-

From the Sbs.ref.19940-C dated 17-6-47.

ORDER:-

With reference to the representations of the subordinate radiological staff of the King George Hospital, Vizagapatam, the Headquarters Hospital, Kurnool and the Erskine Hospital, Madura, the Surgeon-General is informed that orders on the request for payment of risk allowance to Radiographers and Dark Room Assistants will be issued separately and that the other requests of the petitioners cannot be complied with.

Sd...
27-8-1947.

To
The Surgeon-General.
Copy to D2.

/True Copy/

OFFICE ASSISTANT.
MADRAS RECORD OFFICE.

KP/29/12/-.